



Approved by Faculty Senate March 14, 2019

To: President Mortensen, Provost Miner, Faculty Senate Executive Committee

From: Leah Murray, Chair – SBBFP, Melissa Neville, Chair – APAFT

Date: Feb. 8, 2019

Subject: Guidelines for implementing the pre-promotion base salary increase

The SBBFP and APAFT committees propose:

A tenure-track faculty member at the rank of assistant professor is eligible to receive a \$2,000 increase to their base salary, as outlined further below.

1. After a successful third year review, mandated to be a full review per PPM 8-11 III. C., the faculty member will receive a \$2,000 increase to their base salary.
2. Faculty members who have been granted reductions in the normal probationary period of six years, as permitted by University policy, or whom have been granted an extension or suspension from the normal review time frames as permitted by University policy, will receive the salary increase if the faculty member is successful in the review in the year that has been scheduled (approvals as provided for in University policy) to serve as the replacement for the third year review. The pre-promotion salary increase may only be obtained based on the third year review, or scheduled third year review as described herein.
3. Faculty who are successful at their third year review (or at the scheduled review as described in Section 2), and who are granted the \$2,000 increase at that time, will receive an increase of \$3,000 to their base salary upon successful completion of their review for final tenure and promotion to associate professor.
4. Faculty who are not successful at the third year review (or the scheduled review as described in Section 2) will not receive the \$2,000 increase to their base salary at that time, but if they successfully remediate deficiencies and are successful in achieving tenure and promotion to associate professor, they will receive a \$5,000 increase to their base salary at the time the rank of associate professor is granted.
5. The decision of whether a candidate makes satisfactory progress towards tenure and promotion during their third year review, should be based on meeting one of the channels described in the applicable college tenure document.
6. Success in tenure and related reviews as described herein is subject to the discretion and professional judgment of decision-makers and criteria as further described in University policies, rules, and applicable tenure documents, which take precedence and govern all aspects of tenure at the University. Granting an increase in salary in the third year does not guarantee or imply tenure will be granted.